

This report was generated with a future date. Therefore, the quarter numbers may be incomplete

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

NRCS (and below)

For 1st Quarter 2015 for period ending December 31, 2014

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
Number of Complaints Filed	26	29	40	43	42	4
Number of Complainants	25	29	40	42	40	4
Repeat Filers	1	0	0	1	2	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Race	11	15	21	20	23	2
Color	1	2	8	8	9	2
Religion	0	0	2	2	1	0
Reprisal	13	16	18	20	30	2
Sex	8	10	21	16	24	3
PDA	0	0	0	0	0	0

National Origin	4	2	6	7	6	0
Equal Pay Act	0	0	0	1	1	0
Age	11	16	17	14	23	0
Disability	5	5	8	13	11	1
Genetics	0	0	0	0	0	0
Non-EEO	1	1	3	1	3	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	0	3	0	2	1	0
Assignment of Duties	3	1	8	14	9	2
Awards	0	0	3	1	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	0	2	2	2	5	0
Suspension	1	2	2	1	1	0
Removal	0	0	0	0	0	0
Other	0	1	1	0	7	0
Duty Hours	0	0	0	4	1	0
Evaluation Appraisal	3	3	7	8	8	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	6	10	25	23	23	2

Sexual	1	1	0	3	6	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	4	6	0
Promotion/Non-Selection	8	5	12	13	10	0
Reassignment						
Denied	0	0	0	3	2	0
Directed	1	2	5	4	4	1
Reasonable Accommodation	2	1	4	7	4	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	1	0
Termination	2	5	1	5	2	0
Terms/Conditions of Employment	0	4	6	19	21	1
Time and Attendance	0	0	3	6	1	0
Training	0	1	4	8	4	0
Other	5	5	11	1	2	2
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	297.73	301.32	189.23	214.53	223.32	187.80
Average number of days in final action	229.43	264.88	267.92	76.67	75.56	22.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	373.20	441.40	184.06	206.05	232.32	177.00
Average number of days in final action	105.67	939.00	239.80	162.00	6.00	22.00

Complaint pending during fiscal year where hearing was not requested																
Average number of days in investigation			279.76		223.50		200.88		237.88		211.47		190.50			
Average number of days in final action			273.12		175.00		288.00		34.00		89.47		0			
Complaints Dismissed by Agency					Comparative Data											
					Previous Fiscal Year Data										2015Thru12-31	
					2010		2011		2012		2013		2014			
Total Complaints Dismissed by Agency					5		1		3		4		7		0	
Average days pending prior to dismissal					237		51		96		53		127		0	
Complaints Withdrawn by Complainants																
Total Complaints Withdrawn by Complainants					1		2		0		1		2		1	
Total Final Agency Actions Finding Discrimination				Comparative Data												
				Previous Fiscal Year Data										2015Thru12-31		
				2010		2011		2012		2013		2014				
				#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings				1		0		0		0		1		0		
Without Hearing				1	100	0	0	0	0	0	0	0	0	0	0	
With Hearing				0	0	0	0	0	0	0	0	1	100	0	0	
Findings of Discrimination Rendered by Basis				Comparative Data												
				Previous Fiscal Year Data										2015Thru12-31		
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.				2010		2011		2012		2013		2014				
				#	%	#	%	#	%	#	%	#	%	#	%	

Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	50	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	50	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	1	50	1	50	0	0
Sexual	0	0	0	0	0	0	1	50	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	50	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	100	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	50	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	50	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	100	0	0	0	0	0	0

[illegible]

[illegible]

Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	100	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	50	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	100	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	100	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status				Comparative Data								
				Previous Fiscal Year Data					2015Thru12-31			
				2010	2011	2012	2013	2014				
Total complaints from previous Fiscal Years				16	16	22	35	40	69			
Total Complainants				15	15	21	34	39	63			
Number complaints pending												
Investigation				1	1	1	1	1	12			
ROI issued, pending Complainant's action				0	0	0	0	0	0			
Hearing				10	10	18	27	35	46			
Final Agency Action				5	4	1	4	2	2			
Appeal with EEOC Office of				3	4	4	5	6	6			

Federal Operations						
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	9	2	2	4	2	3